DOCUMENT RESUME

ED 125 384 HE 007 820

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TITLE	Faculty Salaries in Washington Public Higher Education 1975-77. Status Report.
INSTITUTION	Washington State Council for Postsecondary Education, Olympia.
PUB DATE	Mar 76
NOTE	46p.; For related document, see ED 100 280
EDRS PRICE	MF-$0.83 HC-$2.06 Plus Postage.
DESCRIPTORS	Comparative Analysis; *Faculty; *Higher Education; *Personnel Policy; *Salaries; *Salary Differentials; State Colleges; State Universities; *Teacher Salaries
IDENTIFIERS	*Washington

ABSTRACT

A review of current faculty salaries within the context of the Washington Council for Postsecondary Education policy position includes comparison with various measures of competition and the effect of past, present, and projected increases in the cost of living. Tables include listing for: average faculty salaries; consumer price index for fiscal years 1968-1977; weighted average salaries in Washington colleges and universities compared with seven other states, 1967-1977; percentage of faculty ranks in Washington institutions compared with other states; average salaries by state for faculty in institutions reporting data to AAUP, 1974-75. A comparison of data leads to comments regarding the status of faculty salaries in Washington Public Higher Education. (Author/KE)

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Council for Postsecondary Education
State of Washington

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STATUS REPORT

FACULTY SALARIES

IN WASHINGTON

PUBLIC HIGHER EDUCATION

1975-1977

MARCH 1976

STATUS REPORT

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Council for Postsecondary Education

March 1976

Project Officers:

Denis J. Curry
Jacquelin Johnson

STATUS REPORT

FACULTY SALARIES IN WASHINGTON PUBLIC HIGHER EDUCATION

For the past several years, the Council for Postsecondary Education has reviewed the condition of faculty salaries in the state's community colleges, state colleges and universities. This status report reviews current faculty salaries within the context of the Council's December, 1974 policy position and includes comparisons with various measures of competition and the effect of past, present and projected increases in the cost of living.

At its December, 1974 meeting, the Council adopted the following resolution:

> Resolved: That the Council on Higher Education recommends that faculty salaries be raised by approximately 9% beginning January 1, 1975, that a further increase of at least 11% be made effective July 1, 1975 for the 1975-76 academic year and that a third increase to meet further cost of living increases (estimated at not less than 8%) be made effective July 1, 1976. It is further strongly recommended that legislative funding of higher education salaries provide for increases every year as rapid increases in the cost of living make biennial increases inadequate.
>
> If responsible budget reductions do not provide adequate resources to provide salary increases of this magnitude, the Council supports the enactment of new or additional taxes or other revenue sources, sufficient to meet this recommendation.

In March, 1975, the legislature increased state employee salaries in the supplemental appropriations act (Chapter 9, Laws of 1975). Insofar as faculty were concerned, the act provided:

> "Effective March 1, 1975, for faculty and exempt employees ... of the four-year units of higher education and the community college system, an average salary increase of twelve percent: PROVIDED, That the twelve percent average salary increase shall include both incremental increases and general salary increases granted previously within the individual institutions in fiscal year 1975...."

FINDINGS

Cost of Living

(1) The consumer price index reached 163.6 in September, 1975, 7.8 percent above the same month in 1974. On a fiscal year basis, the 1974-75 year cost of living was 11.1 percent higher than 1973-74. This increase is only three tenths of one percent below our estimate of a year ago.

(2) Based on estimates of the Department of Revenue, the cost of living will continue to increase although at a slower rate. The estimated percentage increase for the 1976-77 year is 6.7 percent.

(3) The experienced increase in inflation has eliminated any real salary increases for the average faculty member in most institutions. In many cases, there have been substantial decreases in salary, in terms of constant dollars. Faculty productivity, when measured by credit hour loads, has increased however.

Competition and Comparisons

(1) The four-year institutions face continued competitive problems since salaries now lag behind the weighted average of the seven comparison states by an average of 8.9 percent. Increases in the comparison states have been higher than in the past and if they continue at this higher rate, competitive pressures will increase.

(2) The seven state group still relates closely to the nation when weighted by the rank mix* of Washington institutions. In 1974-75 the university

*The number of faculty in each rank, e.g., Associate Professor.

sample was only 2.2 percent above national figures while the college average was 1.6 percent below the national average.

(3) The community college system salaries are below the average of the six other "pace-setter" states (as defined by the Carnegie Commission). Four of those states, California, New York, Illinois, and Michigan rank 1, 2, 3, and 4 in the nation in salaries and represent the major portion of the faculty in the comparison. This relationship does not attempt to measure competition but state effort.

(4) On a state by state average basis, Washington continues to rank high. In terms of total average compensation after the March, 1975 increases, Washington ranked as follows: universities, 9th; state colleges, 11th; and community colleges, 7th. Estimated 1975-76 positions are: universities, 11th; state colleges, 11th; and community colleges, 7th.

(5) Washington universities continue to rank in the middle one-third of all universities, both public and private. Estimated 1975-76 rank is: University of Washington, 53rd; and Washington State University, 93rd.

(6) Over the past several years, there has been a substantial increase in the proportion of faculty at the ranks of associate and full professor at the three older state colleges calling into question the reliability of the current salary comparison procedures used in the seven state system.

(7) Questions exist as to the consistency of the survey reports of some Washington institutions in comparison with other institutional reports.

General Findings and Comments

(1) Salary increases ranging from 6.8 percent to 15.9 percent would be needed to maintain the 1973-74 purchasing power of Washington faculty

in accordance with the Council's December, 1974 recommendation.

(2) There appears to be substantial differences in the implementation of the salary increases in 1975-76. The proviso in the appropriation act directed that the twelve percent increase "shall include both incremental increases and general salary increases granted previously within the individual institutions in fiscal year 1975". Increases in average salaries from 1973-74 to 1975-76, however, ranged from 10.25 percent in the community colleges and 11.26 percent at the University of Washington to 15.67 percent at Evergreen and 19.59 percent at Central Washington State College. It is possible that different interpretations as to legislative intent exist which should be resolved.

(3) Efforts should be made by the state colleges and universities to review the salary comparison procedures now used, including consideration of using the actual average salary of the comparison institutions.

As we pointed out in our previous report, there are two primary criteria to be considered in evaluating the amount of salary adjustments to be provided to employees. These are competitiveness and equity. From the standpoint of competitiveness, an attempt should be made to provide sufficient salaries to retain existing staff and fill vacant positions with individuals who are well qualified. In order to be fair and equitable, salary adjustments should be sufficient to allow employees to purchase at least the same amount of goods and services as they did in the past.

Although it might be desirable, there is no agreed upon way to determine the <u>absolute</u> level of salaries by taking into account preparation,

experience, value to society, security, non-monetary benefits, minimum needs, etc. This analysis therefore deals with the relative criteria of competitiveness and equity to employees as they relate to faculty in Washington public institutions of higher education.

The Council's December, 1974 policy recommendation was based on the equity consideration, outlining percentage increases which would maintain the same relationship between faculty salaries and increases in the cost of living since 1973-74. Table I, on the following page, indicates the changes in average salaries since 1973-74 and revised objectives based on increases in the consumer price index through December, 1975 and future projections of the State Department of Revenue.

Table II, on page 7, provides an overview of faculty salaries since 1968-69. The table outlines, for each institution and the community college system, the average salaries in each year, the percentage increase over the previous year and since 1968-69 and, for the four-year institutions, the relationship to the seven state comparison group.

TABLE I

AVERAGE FACULTY SALARIES
1973-1976

	1973-74 Average Salary	1974-75 Average Salary Prior To March 1, 1975	1974-75 Average Salary Including March 1 Adjustment	1975-76 Average Salary	Percentage Increase 1973-74/1975-76	1976-77 Objective*	Percent Increase Required
UW	$17,140	$17,150	$17,951	$19,067	11.24%	$21,900	14.9%
WSU	$16,002	$16,021	$16,769	$18,015	12.58%	$20,446	13.5%
CWSC	$14,592	$15,507	$15,868	$17,452	19.60%	$18,645	6.8%
EWSC	$14,545	$14,931	$15,628	$16,647	14.45%	$18,585	11.6%
TESC	$15,365	$15,764	$16,500	$17,772	15.67%	$19,633	10.5%
WWSC	$14,341	$14,521	$15,199	$16,319	13.79%	$18,324	12.3%
CC's	$13,969	$14,150	$14,536	$15,400**	10.25%	$17,849	15.9%

*The "1976-77 Objective" is the average salary needed to maintain 1973-74 purchasing power and reflects actual and projected increases in the Consumer Price Index.

**Estimate.

TABLE II

AVERAGE FACULTY SALARIES -- NINE MONTHS BASIS

1968-69 to 1975-76

	1968-69	1969-70	Increase Over 1968-69	1970-71	Increase Over 1969-70	1971-72	Increase Over 1970-71	1972-73	Increase Over 1971-72	1973-74	Increase Over 1972-73	1974-75**	Increase Over 1973-74	1975-76	Increase Over 1974-75
Univ. of Washington Percent below 7 states Increase over 1968-69	$13,330 (5.8%)	$14,146 (5.6%) 6.1%	6.1%	$14,709 (5.8%) 10.3%	4.0%	$14,768 (9.0%) 10.8%	.4%	$15,235 (12.4%) 14.3%	3.2%	$17,140 (4.5%) 28.6%	12.5%	$17,150 (11.2%) 28.7%	.1%	$19,067 (7.9%) 43.1%	11.2%
WA State University Percent below 7 states Increase over 1968-69	$12,660 (5.0%)	$13,505 (5.4%) 6.7%	6.7%	$13,917 (5.5%) 9.9%	3.1%	$13,859 (9.5%) 9.5%	.4%	$14,332 (14.0%) 13.2%	3.4%	$16,002 (7.3%) 26.4%	11.7%	$16,021 (14.7%) 26.5%	.1%	$18,015 (11.4%) 42.3%	12.4%
C.W.S.C. Percent below 7 states Increase over 1968-69	$11,071 (5.5%)	$11,908 (5.3%) 8.4%	8.4%	$12,570 (5.5%) 13.5%	4.8%	$12,689 (7.7%) 14.6%	1.0%	$12,996 (13.6%) 17.4%	2.4%	$14,592 (7.5%) 31.8%	12.3%	$15,507 (10.1%) 40.1%	6.3%	$17,452 (5.1%) 57.6%	13.1%
E.W.S.C. Percent below 7 states Increase over 1968-69	$11,236 (2.3%)	$11,654 (5.4%) 3.7%	3.7%	$12,469 (4.0%) 11.0%	7.0%	$12,587 (7.2%) 12.0%	.9%	$13,051 (13.6%) 16.2%	3.7%	$14,545 (9.0%) 29.5%	11.5%	$14,931 (13.4%) 32.9%	2.6%	$16,647 (10.6%) 48.2%	11.5%
T.E.S.C. Percent below 7 states	--	--		--		$13,168 (.5%)		$13,642 (7.0%)	3.6%	$15,365 (2.2%)	12.6%	$15,764 (4.7%)	2.6%	$17,772 (.7%)	12.7%
W.W.S.C. Percent below 7 states Increase over 1968-69	$11,748 (8.1%)	$12,389 (5.5%) 10.1%	10.1%	$12,877 (6.8%) 14.5%	4.0%	$12,582 (10.3%) 11.9%	-2.3%	$13,000 (14.9%) 15.6%	3.3%	$14,341 (10.0%) 27.5%	10.3%	$14,521 (17.5%) 29.1%	1.3%	$16,319 (13.3%) 45.1%	12.4%
Community Colleges Increase over 1968-69	$10,491	$11,355 8.2%	8.2%	$12,153 15.8%	7.0%	$12,330 17.5%	.2%	$12,891 22.9%	4.5%	$13,969 33.2%	8.4%	$14,150 34.9%	2.4%	$15,400* 46.8%	8.8%
Low District High District	$ 9,175-#20 $12,038-#5	$ 9,806-#18 $12,513-#22		$11,045-#20 $13,253-#22		$11,115-#20 $13,367-#22		$11,705-#20 $14,154-#22		$12,489-#20 $15,592-#22		$12,263-#20 $15,889-#22		$12,906-#20 $17,377-#22	
Secondary Teachers Increase over 1968-69	$ 8,799	$ 9,611 9.2%	9.2%	$10,292 17.0%	7.1%	$10,565 20.1%	2.6%	$11,181 27.1%	5.8%	$11,962 36.0%	7.0%	$12,641 43.7%	5.7%	$14,158* 60.9%	12.0%
Consumer Price Index x 10 Increase over 1968-69	$10,680	$11,310 5.9%	5.9%	$11,900 11.4%	5.2%	$12,330 15.5%	3.6%	$12,820 20.0%	4.0%	$13,980 30.9%	9.0%	$15,520 45.3%	11.0%	$16,730* 56.6%	7.8%

Parenthetical percentages equal percent below the average salaries of comparison states.

* Estimate

**Does not include March 1, 1975 salary adjustment. See TABLE I which outlines these increases.

Sources: Office of State College and University Presidents
State Board for Community College Education
Superintendent of Public Instruction
Department of Revenue

Faculty Purchasing Power - The Equity Consideration

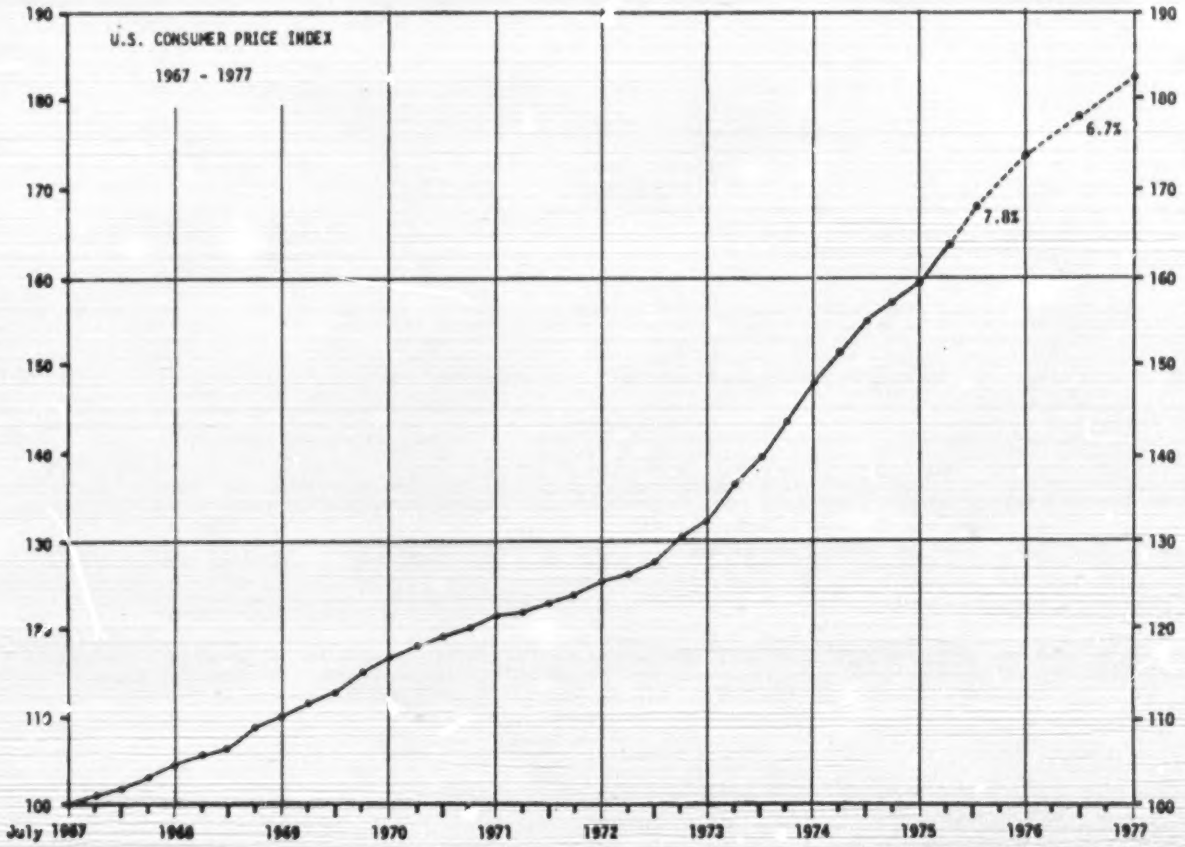
The fact that inflation has increased rapidly in recent years is well known. Table III, on the facing page, illustrates the past and forecasted future increases in the consumer price index. What may not be as well known is the effect that inflation has had on the purchasing power of Washington faculty, eliminating supposed gains and often resulting in a loss in constant dollars. The comparison below uses 1967-68 as the base year for salaries since that year is used as the base for the consumer price index (CPI). If other years are used, the relative magnitude of the figures change but the problem is still the same -- few real gains and in most cases, losses in real salaries.

	1967-68 Average Salaries	1975-76 Salaries (1967-68 Dollars)	Loss/Gain In Constant Dollars
U. of Washington	$12,719	$11,607	($1,112)
Washington State U.	$11,992	$10,961	($1,031)
C.W.S.C.	$10,166	$10,621	$ 455
E.W.S.C.	$10,631	$10,132	($ 499)
W.W.S.C.	$10,412	$ 9,932	($ 480)
Community Colleges	$ 9,516	$ 9,373*	($ 143)
Secondary Teachers	$ 8,198	$ 8,617*	$ 419

* Estimated

Faculty productivity, on the other hand, has increased since 1967-68. Increases in the student-faculty ratios at the four-year institutions have resulted in an increase in student credit hour productivity of approximately twenty percent.

TABLE III



CONSUMER PRICE INDEX
FISCAL YEARS 1968-1977

Fiscal Year	As Reported December, 1974	Percent Change	Revised January, 1976	Percent Change
1968	101.9	-		
1969	106.8	4.8		
1970	113.1	5.9		
1971	119.0	5.2		
1972	123.3	3.6		
1973	128.2	4.0		
1974	139.7	9.0		
1975	155.7	11.4	155.2	11.1
Estimated				
1976	170.5	9.5	167.3	7.8
1977	184.0	8.0	178.5	6.7

Source: "Economic Forecast for the State of Washington", January 1976.

Comparisons - The Question of Competitiveness

- Colleges and Universities

Comparisons within an industry or among groups of employees in related fields are commonly used in estimating salary requirements. The four-year colleges and universities have used institutions in seven states as a consistent comparison group. The states are California, Oregon, Minnesota, Wisconsin, Illinois, Indiana and Michigan. A 1972 Council study* compared the weighted** average of the seven state group to the weighted national average as reported by the American Association of University Professors (AAUP), and found that the seven state group is "reasonably reflective of the nation as a whole". That comparison has been updated through 1974-75 and is shown below. A plus indicates that the seven state group is above the national average.

PERCENTAGE DIFFERENCE BETWEEN SEVEN STATE AND NATIONAL DATA

	1970-71	1971-72	1972-73	1973-74	1974-75
Universities	+1.7%	+0.8%	+4.0%	+3.0%	+2.2%
State Colleges	+0.2%	-1.1%	-0.2%	-1.3%	-1.6%

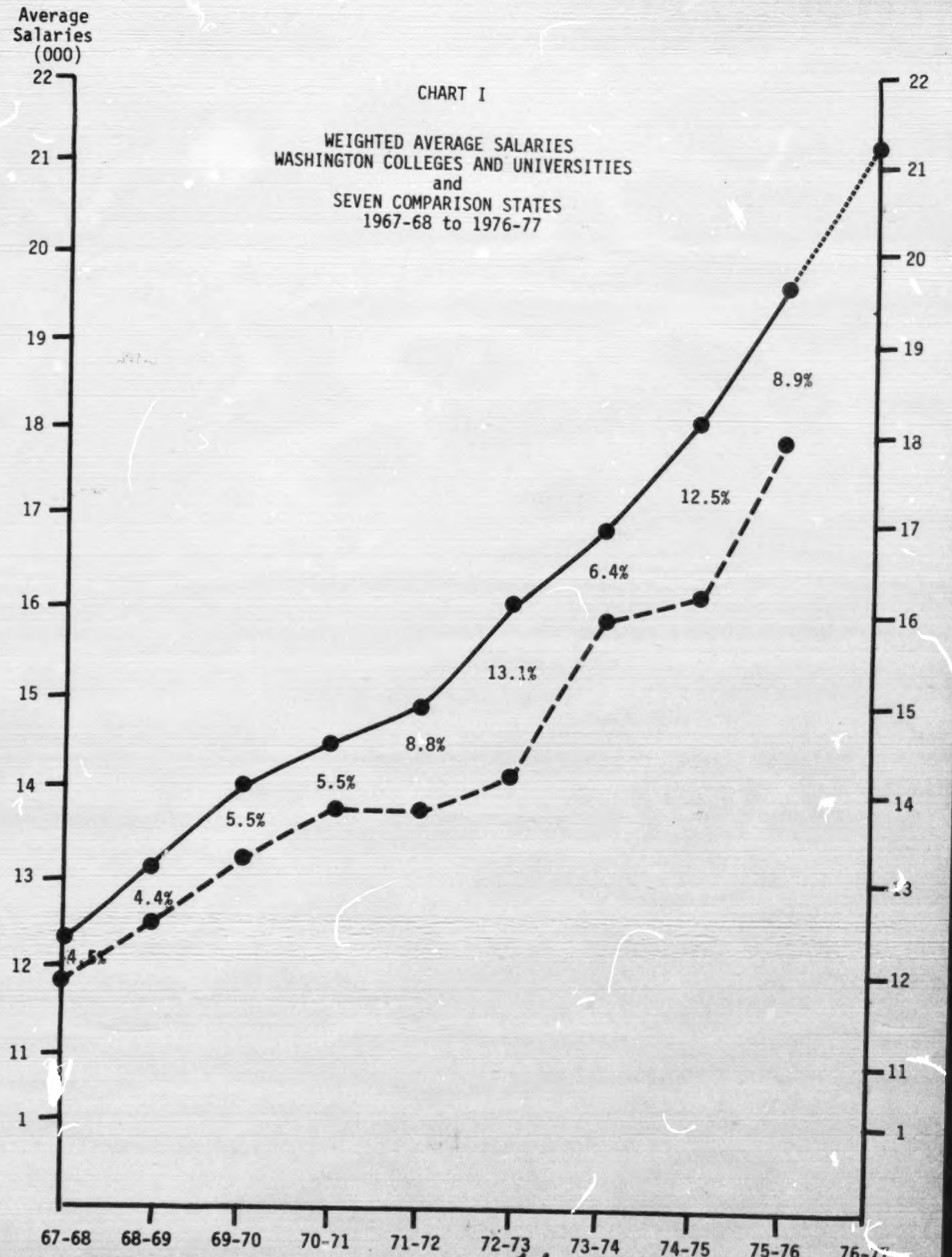
As Chart I, on the facing page illustrates, salaries at Washington colleges and universities are now 8.9 percent behind the weighted average of the seven state group. Assuming that salaries will increase by 8 percent in the seven states (as they did this year), it would require an average salary increase ot 17.5 percent to bring Washington salaries to an equivalent

*The Seven Comparison States, Their Selection, Use and Applicability for Higher Education Comparisons, December, 1972.

**Weighted by the number of faculty in each rank at Washington institutions.

CHART I

WEIGHTED AVERAGE SALARIES
WASHINGTON COLLEGES AND UNIVERSITIES
and
SEVEN COMPARISON STATES
1967-68 to 1976-77



level. Table II illustrates the current position of each institution vis-a-vis the comparison group.

Athough the seven state approach has the virtue of consistency and is a current and close approximation of national averages for each academic rank, it has several deficiencies. The salary averages developed from the survey are different when applied to each Washington institution. This is due to the fact that an average salary is determined for each rank in the respective comparison groups, e.g., all associate professors in the seven state universities. This average is then applied to the number of associate professors (for example) at the University of Washington. To the extent that the mix of faculty by rank differs from the mix of faculty ranks in the seven states, the average will vary from the actual overall average of the seven state survey group.

When there is relative stability in the proportion of faculty in each rank, this system causes only a relatively minor problem of being difficult to understand. Charts II and III (on pages 14 and 15) indicate, however, that the proportion of faculty at the top two ranks (associate professor and professor) has increased dramatically in the state colleges and substantially at Washington State University. In the latter case, the increase has paralleled the seven state pattern. The state colleges, however, now compute averages based on a much greater proportion of the highest paid ranks creating "weighted" average salaries up to $600 higher than the actual overall seven state average. The comparisons on the facing page indicate the differences for each institution in 1975-76.

	All Rank Average Salary	Seven State Weighted Average	Percent Below Wtd. Ave.	Seven State All Ranks Average	Percent Below Actual Ave.
UW	$19,067	$20,575	7.9%	$20,608	8.1%
WSU	$18,015	$20,060	11.4%	$20,608	14.4%
CWSC	$17,452	$18,341	5.1%	$17,892*	2.5%
EWSC	$16,647	$18,410	10.6%	$17,892	7.5%
TESC	$17,772	$17,892	.7%	$17,892	.7%
WWSC	$16,319	$18,496	13.3%	$17,892	9.6%

* The average for the survey for seven state colleges is estimated based on assumed salary settlements for Minnesota and Michigan.

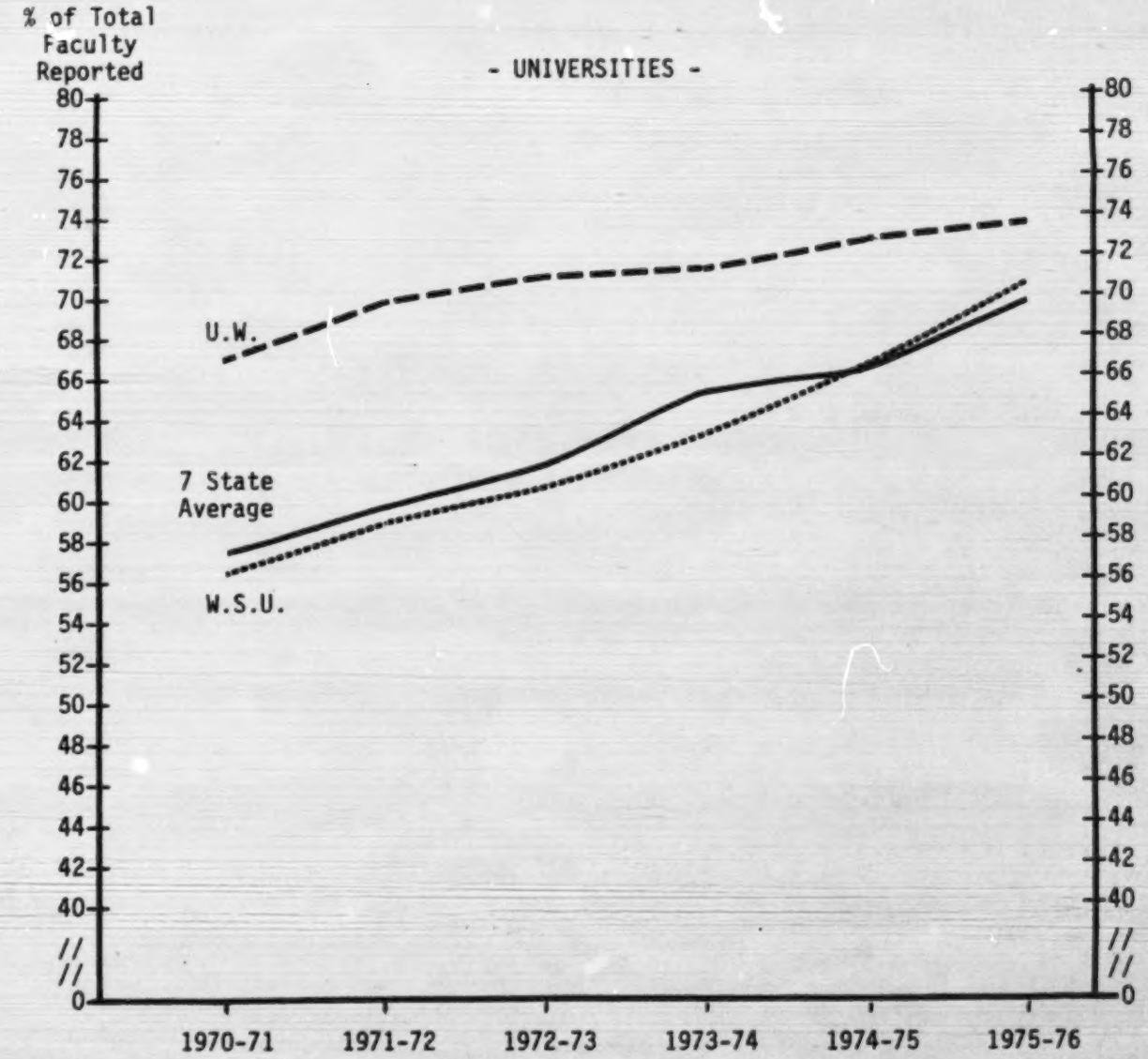
It would seem to be appropriate to contrast the average salaries paid to all full-time academic year instructional personnel (other than faculty in Law, Medicine, Dentistry and Veterinary Medicine) with the similar figure for the comparison schools. This would also be more equitable for Evergreen since it is now compared to the all ranks average.

We are also concerned about the consistency of the salary reports. In 1975-76, the University of Washington reported an increase of five full-time, nine-month faculty to the federal government yet the survey information showed a decrease of 129 faculty. At Washington State University, the federal report reflected an increase of ten positions while the survey count was 31 below 1974-75. These differences may have no effect on the survey results but they are indications of a need to carefully review the procedures to ensure their accuracy and comparability. Such a review and resulting modifications should help to improve the credibility of the survey and the comparisons.

Although certain deficiencies exist, the seven state comparison is a reasonable guide to competitive trends among public four-year institutions.

CHART II

PERCENTAGE OF FACULTY AT PROFESSOR AND ASSOCIATE PROFESSOR RANKS
WASHINGTON INSTITUTIONS AND SEVEN COMPARISON STATES
1970-71 to 1975-76



Source: Office of the Council of State College and University Presidents

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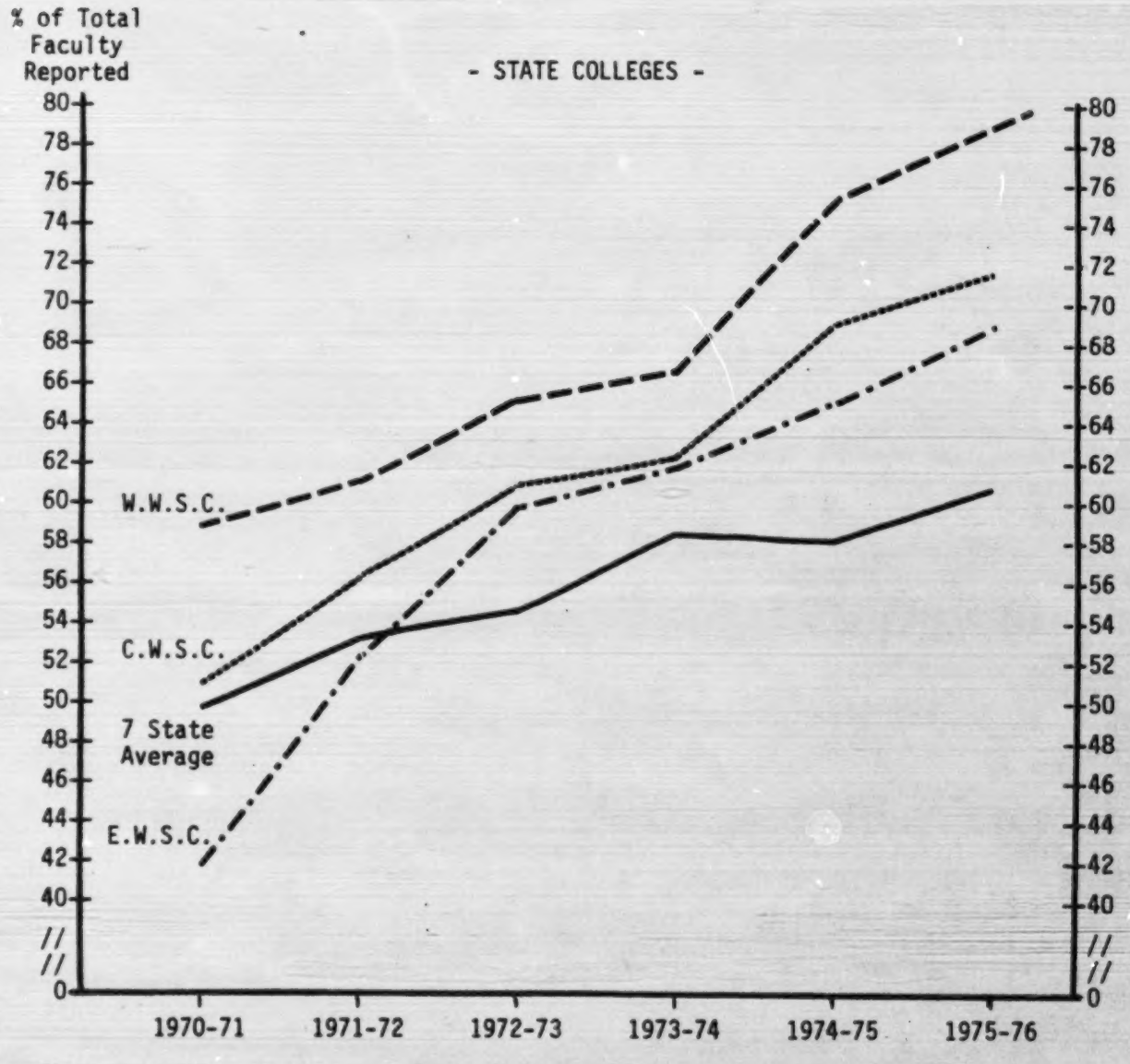
CHART III

PERCENTAGE OF FACULTY AT PROFESSOR AND ASSOCIATE PROFESSOR RANKS
WASHINGTON INSTITUTIONS AND SEVEN COMPARISON STATES
1970-71 to 1975-76



Source: Office of the Council of State College and University Presidents

The Council's December, 1974 recommendations were not based on this system, but rather on deteriorating purchasing power.

- Community Colleges

The community college system does not have a well established salary comparison procedure. The State Board has used six "pace-setter" states for illustrative comparisons, however. These states are New York, Florida, Michigan, Illinois, California and Texas. Along with Washington they have been selected as "pace-setters" by the Carnegie Commission.

Final comparable 1975-76 data on the pacesetter states was not available at this time. The information below is derived from the 1974-75 survey of the American Association of University Professors (AAUP) for these states.

	Total Faculty	1974-75 Average Salary	1973-74 Average Salary	Percent Increase
California	13,148	$18,560	$16,961	9.43%
New York	5,351	$17,663	$16,641	4.14%
Illinois	2,480	$16,703	$14,209	17.55%*
Michigan	1,212	$16,468	$15,657	5.18%
Washington	2,143	$14,536**	$13,969	4.06%
Florida	3,900	$13,611	$11,937	14.02%
Texas	1,979	$11,544	$10,577	9.14%

Average (without Washington): $16,954; 9.56 percent increase

*1974-75 data for Illinois shows a significant increase in reporting institutions so 1973-74 data may not be comparable.

**Including March, 1975 increase.

This comparison data indicates Washington's community college salary average as 16.6 percent ($2,416) below the weighted average of the other six states.

It should be noted that California, New York, Illinois and Michigan rank 1, 2, 3, and 4 in the nation and comprise over 70 percent of the faculty in the sample on the preceding page. These states also allocate a considerably lower proportion of their state higher education budget to community colleges than does Washington. See Table VI for national comparisons.

Other Comparisons

The tables which appear on pages 19, 20, and 21 have been derived from the 1973-74 survey of faculty compensation conducted by the American Association of University Professors.

Tables IV, V, and VI contain a ranking of faculty compensation (salaries plus fringe benefits) for each type of institution. It should be understood that the data reflect an all-rank average for each state by category of public institution, and are not weighted by the mix of faculty ranks in Washington institutions. The tables indicate the relative position as of Fall, 1974 (underlined on table) and the position following the March adjustments (asterisked). The March, 1975 salary adjustments placed Washington institutions in a relatively good position when compared to other states. In terms of total average compensation, in 1974-75 Washington ranked as follows: universities, 9th; state colleges, 11th; and community colleges, 7th. Estimated 1975-76 positions are: universities, 11th; state colleges, 9th; and community colleges, 7th.

Table VII ranks all public and private universities by average compensation. Derived average salary data are also shown. The figures for Washington institutions differ somewhat from the averages for nine month faculty shown on Table I since the AAUP allows 11 and 12 month faculty to be factored into the reported data. Since this procedure would affect all institutions, no adjustment has been made to the Washington information.

Table VII shows that the University of Washington ranked 59th of 162 universities and Washington State University ranked 109th prior to the March increases on an all ranks average basis. Following the March adjustments, the University of Washington rose to 43rd and Washington State University climbed to 82nd. In 1975-76, the University of Washington would drop to 53rd position and Washington State University would rank 93rd if compensation in all other schools rose by the increase in the seven state group (eight percent).

It is our intention that this status report provides as comprehensive a picture as possible regarding faculty salary levels in terms of purchasing power and competitive position. We hope that it will be of assistance to decision-makers in addressing this important question.

TABLE IV

RANKING OF STATES WITH INSTITUTIONS
REPORTING DATA TO AAUP 1974-75

PUBLIC UNIVERSITIES
(CATEGORY I)

RANK	STATE	AVERAGE COMP.	AVERAGE SALARY RANK	RANK	STATE	AVERAGE COMP.	AVERAGE SALARY RANK
1	New York	$24,787	3	25	New Hampshire	$18,620	26
2	California	24,186	2	26	Nevada	18,568	22
3	New Jersey	23,063	4	27	Oregon	18,568	33
4	Michigan	22,150	6	28	New Mexico	18,486	34
5	Massachusetts	21,999	1	29	Vermont	18,386	43
6	Wisconsin	21,993	8	30	Colorado	18,372	32
7	Minnesota	20,987	12	31	Florida	18,302	13
8	Connecticut	20,849	5	32	Arkansas	18,245	23
9	North Carolina	20,523*	7	33	Georgia	18,232	19
10	Arizona	20,367**	10	34	Kansas	18,185	35
11	Virginia	20,148**	9	35	Nebraska	17,985	38
12	Illinois	20,104	11	36	Missouri	17,887	21
13	Indiana	20,061	18	37	Tennessee	17,691	37
14	Hawaii	20,020	20	38	Louisiana	17,661	40
15	Pennsylvania	19,980	14	39	Alabama	17,598	36
National Average		19,828		40	West Virginia	17,597	45
16	Rhode Island	19,816	16	41	South Carolina	17,546	28
17	Washington	19,692	17	42	Idaho	17,518	42
18	Maryland	19,502	15	43	Oklahoma	17,365	39
19	Iowa	19,311	27	44	Maine	17,111	46
20	Utah	19,307	30	45	Wyoming	17,080	41
21	Ohio	19,029	29	46	Mississippi	16,166	44
22	Kentucky	19,016	31	47	Montana	16,075	48
23	Delaware	18,719	25	48	South Dakota	15,919	47
24	Texas	18,641	24	49	North Dakota	15,519	49

*The effects of the March, 1975 salary increase was to raise Washington ranking to 9th with an average compensation of $20,612.

**Estimated 1975-76 position based on full year reflection of March, 1975 adjustments and assuming all other states' compensation levels increase eight percent over 1974-75.

TABLE V

RANKING OF STATES WITH INSTITUTIONS
REPORTING DATA TO AAUP 1974-75

PUBLIC FOUR-YEAR COLLEGES
(CATEGORY IIA)

RANK	STATE	AVERAGE COMP.	AVERAGE SALARY RANK	RANK	STATE	AVERAGE COMP.	AVERAGE SALARY RANK
1	New York	$23,763	1	23	Kentucky	$16,488	27
2	Pennsylvania	21,638	2	24	North Carolina	16,485	24
3	California	20,707	4	25	South Carolina	16,406	18
4	Alaska	20,301	3	26	Minnesota	16,392	21
5	Michigan	20,059	8	27	Virginia	16,250	22
6	New Jersey	19,276	6	28	West Virginia	15,963	28
7	Wisconsin	18,894	13	29	Idaho	15,962	34
8	Arizona	18,831	7	30	Tennessee	15,859	29
National Average		18,508		31	Texas	15,748	30
9	Rhode Island	18,178	16	32	New Mexico	15,672	35
10	Connecticut	18,163	9	33	New Hampshire	15,625	32
11	Massachusetts	17,848*	** 5	34	Kansas	15,593	31
12	Ohio	17,800	14	35	Nebraska	15,252	39
13	Illinois	17,715	15	36	Montana	15,216	38
14	Indiana	17,643	25	37	Arkansas	15,146	43
15	Oregon	17,624	17	38	South Dakota	15,127	33
16	Nevada	17,536	11	39	Missouri	14,776	36
17	Maryland	17,533	12	40	Alabama	14,736	42
18	Washington	17,410	20	41	Oklahoma	14,534	40
19	Maine	17,032	19	42	Georgia	14,531	41
20	Florida	16,966	10	43	Mississippi	14,524	37
21	Colorado	16,836	23	44	North Dakota	14,362	45
22	Iowa	16,606	26	45	Louisiana	13,804	44

*The effects of the March, 1975 salary increase was to raise Washington ranking to 11th with an average compensation of $18,113.

**Estimated 1975-76 position based on full year reflection of March, 1975 adjustments and assuming all other states' compensation levels increase eight percent over 1974-75.

TABLE VI

RANKING OF STATES WITH INSTITUTIONS
REPORTING DATA TO AAUP 1974-75

PUBLIC COMMUNITY COLLEGES AND TWO-YEAR COLLEGES
(CATEGORY III AND IV)

RANK	STATE	AVERAGE COMP.	AVERAGE SALARY RANK	RANK	STATE	AVERAGE COMP.	AVERAGE SALARY RANK
1	New York	$21,227	2	23	Vermont	13,900	33
2	California	20,672	1	24	Wyoming	13,800	21
3	Illinois	19,114	3	25	Idaho	13,795	27
4	Michigan	18,037	4	26	Delaware	13,600	26
5	Arizona	17,878	5	27	Colorado	13,524	25
6	Maryland	17,640	6	28	Nevada	13,300	23
National Average		17,303		29	Texas	13,048	31
7	Washington	16,380* **	9	30	Arkansas	12,885	35
8	Hawaii	16,238	13	31	Alabama	12,771	24
9	Minnesota	16,037	7	32	Iowa	12,734	30
10	New Jersey	16,016	12	33	Kansas	12,699	28
11	Ohio	15,825	15	34	Oklahoma	12,600	32
12	Connecticut	15,425	10	35	Tennessee	12,520	37
13	Oregon	15,389	17	36	North Carolina	12,358	38
14	Missouri	15,168	8	37	Virginia	12,331	36
15	Pennsylvania	15,108	16	38	Kentucky	12,300	40
16	Rhode Island	15,000	18	39	Georgia	12,204	34
17	Florida	14,700	14	40	North Dakota	12,000	39
18	Maine	14,600	20	41	Nebraska	11,966	41
19	Massachusetts	14,499	11	42	West Virginia	11,889	42
20	Montana	14,272	19	43	Mississippi	10,700	43
21	Wisconsin	14,097	22	44	Louisiana	10,191	44
22	Utah	14,000	29				

*The effect of the March, 1975 salary increase was to raise Washington's average compensation to $16,833, however the ranking remained 7th, still below the national average. It should be noted that the increased compensation allowed for spring quarter was in most cases a one-time adjustment, with the basic salary schedule not being effected.

**Estimated 1975-76 position based on full year reflection of March, 1975 adjustments and assuming all other states' compensation levels increase eight percent over 1974-75.

TABLE VII

1974-75 RANKING OF UNIVERSITIES BY AVERAGE COMPENSATION

RANK	NAME	SAL	COMP	
1	CALIFORNIA INST OF TECHNOLOGY	22414	27139	
2	HARVARD UNIVERSITY	22509	26803	
3	NEW SCHOOL FOR SOCIAL RESEARCH	21934	26741	
4	AIR FORCE INST OF TECH-SCH ENGRG	23949	26117	
5	SUNY AT STONY BROOK	21418	25636	
6	STANFORD UNIVERSITY	21643	25569	
7	COLUMBIA UNIVERSITY	21329	25373	
8	UNIVERSITY OF CHICAGO	21641	25320	
9	SUNY AT BUFFALO	21029	25162	
10	JOHNS HOPKINS UNIV-ADV INT STUD	21471	24940	
11	CORNELL UNIVERSITY-CONTRACT COLLS	20122	24928	
12	UNIV OF MICHIGAN-MAIN CAMPUS	21027	24689	
13	COLUMBIA UNIV-TEACHERS COLLEGE	20915	24670	
14	UNIV OF WISCONSIN-EXTENSION	20794	24600	
15	MASSACHUSETTS INST OF TECHNOLOGY	20743	24576	
16	JOHNS HOPKINS UNIV-ARTS & SCIENCE	21143	24426	
17	SUNY AT BINGHAMPTON	20328	24366	
18	CLAREMONT GRADUATE SCHOOL	20756	24329	
19	SUNY AT ALBANY	20168	24193	
20	UNIVERSITY OF PENNSYLVANIA	21136	24188	
21	UNIVERSITY OF CALIFORNIA-ENTIRE	20811	24186	
22	NORTHWESTERN UNIVERSITY	20548	23645	
23	CORNELL UNIVERSITY-ENDOWED COLLS	19866	23466	
24	DUKE UNIVERSITY	19873	23259	
25	YALE UNIVERSITY	20401	23233	
26	RUTGERS UNIVERSITY	20054	23063	
27	PRINCETON UNIVERSITY	19561	22879	
28	BROWN UNIVERSITY	19180	22752	
29	UNIV OF WISCONSIN-MADISON	19076	22652	
30	UNIVERSITY OF VIRGINIA	19959	22414	
31	BRANDEIS UNIVERSITY	19594	22269	
32	UNIVERSITY OF ROCHESTER	18994	22222	
33	POLYTECHNIC INST OF NEW YORK	19394	22128	
34	GEORGE WASHINGTON UNIVERSITY	19083	22030	
35	MICHIGAN STATE UNIVERSITY	18788	22012	
36	SUNY COLL OF FORESTRY	18189	21992	
37	UNIV OF MASSACHUSETTS AT AMHERST	21464	21935	
38	INDIANA UNIVERSITY-BLOOMINGTON	18123	21683	
39	RICE UNIVERSITY	19356	21606	
40	UNIVERSITY OF ILLINOIS-URBANA	19057	21600	
41	VANDERBILT UNIVERSITY	18464	21577	
42	U OF NORTH CAROLINA-CHAPEL HILL	19507	21457	Effects of UW
43	PURDUE UNIVERSITY-WEST LAFAYETTE	17903	21210	March 1 Increase
44	WAYNE STATE UNIVERSITY	18346	21156	
45	WASHINGTON UNIVERSITY	18279	21131	
46	UNIVERSITY OF ARIZONA	18947	21074	
47	ST JOHN'S UNIVERSITY	17727	21073	
48	DARTMOUTH COLLEGE	17409	21031	
49	UNIVERSITY OF MINNESOTA	17655	20987	
50	STEVENS INSTITUTE OF TECHNOLOGY	18186	20914	
51	UNIVERSITY OF CONNECTICUT	19366	20849	
52	TEMPLE UNIVERSITY	17990	20821	Estimate UW
53	UNIV OF WISCONSIN-MILWAUKEE	17364	20718	1975-76 Position
54	LEHIGH UNIVERSITY	17291	20681	
55	CARNEGIE-MELLON UNIVERSITY	18316	20607	
56	SYRACUSE UNIVERSITY	17983	20565	
57	UNIV OF PITTSBURGH-MAIN CAMPUS	18232	20470	
58	OHIO STATE UNIVERSITY	17929	20332	
59	UNIVERSITY OF WASHINGTON	17728	20322	1974-75 Position
60	UNIVERSITY OF SOUTHERN CALIF	17631	20293	
61	CLARK UNIVERSITY	17525	20246	
62	UNIVERSITY OF COLORADO-BOULDER	18215	20144	
63	UNIVERSITY OF UTAH	17155	20078	

TABLE VII Cont.

RANK	NAME	SAL	COMP	
64	UNIVERSITY OF HAWAII-MAIN CAMPUS	17062	20020	
65	UNIVERSITY OF IOWA	17216	19986	
66	BRYN MAWR COLLEGE	16702	19994	
67	UNIVERSITY OF RHODE ISLAND	17365	19816	
68	AMERICAN UNIVERSITY	17041	19775	
69	UNIVERSITY OF TEXAS AT AUSTIN	17725	19763	
70	ARIZONA STATE UNIVERSITY	17559	19709	
71	HOWARD UNIVERSITY	17133	19659	
72	FORDHAM UNIVERSITY	17276	19647	
73	ROCKEFELLER UNIVERSITY	16416	19644	
74	UNIV OF MARYLAND-MAIN CAMPUS	17449	19502	
75	ILLINOIS INSTITUTE OF TECHNOLOGY	17039	19487	
76	GEORGETOWN UNIVERSITY	16800	19406	
77	TUFTS UNIVERSITY	16770	19397	
78	UNIV OF ILLINOIS-CHICAGO CIRCLE	17018	19322	
79	PENNSYLVANIA STATE UNIVERSITY	16889	19321	
80	UNIVERSITY OF OREGON	17024	19304	
81	UNIVERSITY OF AKRON	16334	19257	Effects of WSU
82	GEORGIA INSTITUTE OF TECHNOLOGY	18023	19198	March 1 Increase
83	NORTHERN ILLINOIS UNIVERSITY	16906	19195	
84	BOWLING GREEN ST UNIV-MAIN CAMPUS	16728	19160	
85	BOSTON COLLEGE	16843	19152	
86	CASE WESTERN RESERVE UNIVERSITY	16779	19140	
87	UNIVERSITY OF NOTRE DAME	16591	19131	
88	NORTH CAROLINA ST UNIV AT RALEIGH	17303	19120	
89	UNIV OF KENTUCKY-MAIN CAMPUS	16571	19068	
90	TEXAS A&M UNIVERSITY	17018	19030	
91	ADELPHI UNIVERSITY	17077	19008	
92	UNIVERSITY OF TOLEDO	16138	18978	Estimate WSU
(93)	UNIVERSITY OF KANSAS	17009	18963	1975-76 Position
94	UNIVERSITY OF LOUISVILLE	16150	18885	
95	TULANE UNIVERSITY	16157	18856	
96	WESTERN MICHIGAN UNIVERSITY	15574	18768	
97	UNIVERSITY OF DELAWARE	16716	18719	
98	IOWA STATE UNIVERSITY	16040	18705	
99	NORTH TEXAS STATE UNIVERSITY	16805	18679	
100	UNIVERSITY OF NEW MEXICO	16444	18640	
101	EMORY UNIVERSITY	16558	18640	
102	MARQUETTE UNIVERSITY	16470	18629	
103	UNIVERSITY OF NEW HAMPSHIRE	16640	18620	
104	UNIVERSITY OF NEVADA RENO	16838	18568	
105	KENT STATE UNIVERSITY	16005	18566	
106	UNIV OF TENNESSEE-KNOXVILLE	16598	18425	
107	OHIO UNIVERSITY-MAIN CAMPUS	16053	18393	
108	UNIVERSITY OF VERMONT	15342	18386	
109	WASHINGTON STATE UNIVERSITY	16180	18383	1974-75 Position
110	UNIVERSITY OF ALABAMA	16952	18382	
111	SOUTHERN ILLINOIS UNIV-CARBONDALE	16166	18371	
112	COLORADO STATE UNIVERSITY	16285	18368	
113	UNIVERSITY OF FLORIDA	17549	18302	
114	VIRGINIA POLYTECHNIC INSTITUTE	16905	18265	
115	UNIVERSITY OF ARKANSAS	16739	18245	
116	MIAMI UNIVERSITY-MAIN CAMPUS	15736	18225	
117	NEW MEXICO STATE UNIVERSITY	16069	18192	
118	UNIVERSITY OF HOUSTON	16203	18180	
119	UTAH STATE UNIVERSITY	15554	18178	
120	THE UNIVERSITY OF GEORGIA	16994	18126	
121	SOUTHERN METHODIST UNIVERSITY	16124	18100	
122	INDIANA STATE UNIV-MAIN CAMPUS	15788	18086	
123	UNIVERSITY OF DETROIT	15906	17987	
124	UNIVERSITY OF NEBRASKA-LINCOLN	16029	17985	
125	OREGON STATE UNIVERSITY	15866	17893	
126	UNIVERSITY OF MISSOURI	16863	17887	

TABLE VII Cont.

RANK	NAME	SAL	COMP
127	UNIVERSITY OF CINCINNATI	15504	17861
128	TEXAS TECH UNIVERSITY	16118	17854
129	CLEMSON UNIVERSITY	16806	17823
130	UNIVERSITY OF ALABAMA-BIRMINGHAM	15996	17810
131	GEORGIA STATE UNIVERSITY	16671	17691
132	LOUISIANA STATE UNIV-BATON ROUGE	15752	17661
133	WEST VIRGINIA UNIVERSITY	15215	17597
134	UNIVERSITY OF IDAHO	15406	17518
135	OKLAHOMA STATE UNIVERSITY	16071	17477
136	UNIVERSITY OF DENVER	15568	17436
137	LOYOLA UNIVERSITY	15376	17431
138	UNIVERSITY OF SOUTH CAROLINA	16417	17361
139	TEXAS CHRISTIAN UNIVERSITY	14868	17360
140	KANSAS STATE UNIVERSITY	15528	17329
141	TEXAS WOMAN'S COLLEGE	15629	17323
142	ST LOUIS UNIVERSITY	15809	17282
143	UNIVERSITY OF OKLAHOMA	15663	17251
144	UNIVERSITY OF MAINE-ORONO	15051	17111
145	UNIVERSITY OF WYOMING	15663	17080
146	BALL STATE UNIVERSITY	15546	17077
147	UNIVERSITY OF COLORADO-DENVER	15468	17050
148	AUBURN UNIVERSITY	15833	17032
149	CATHOLIC UNIVERSITY OF AMERICA	15528	16993
150	UNIVERSITY OF TULSA	15014	16952
151	UNIVERSITY OF COLORADO-COLO SPRG	15279	16920
152	EAST TEXAS STATE UNIVERSITY	14814	16545
153	MEMPHIS STATE UNIVERSITY	15236	16411
154	UNIVERSITY OF MONTANA	14689	16391
155	UNIVERSITY OF MISSISSIPPI	15260	16192
156	MISSISSIPPI STATE UNIVERSITY	15188	16150
157	GEORGE PEABODY COLL FOR TEACHERS	14067	15934
158	UNIV OF SOUTH DAKOTA-MAIN CAMPUS	14590	15919
159	MONTANA STATE UNIV	14077	15736
160	UNIVERSITY OF NORTH DAKOTA	13977	15551
161	NORTH DAKOTA STATE UNIVERSITY	13917	15474
162	UNIVERSITY OF NORTHERN COLORADO	13620	15322

CHART IV

COMPARISON OF WEIGHTED FACULTY SALARY AVERAGES
NATIONAL DATA AND INSTITUTIONS IN SEVEN COMPARISON STATES
1970-71 through 1974-75

-Universities and State Colleges

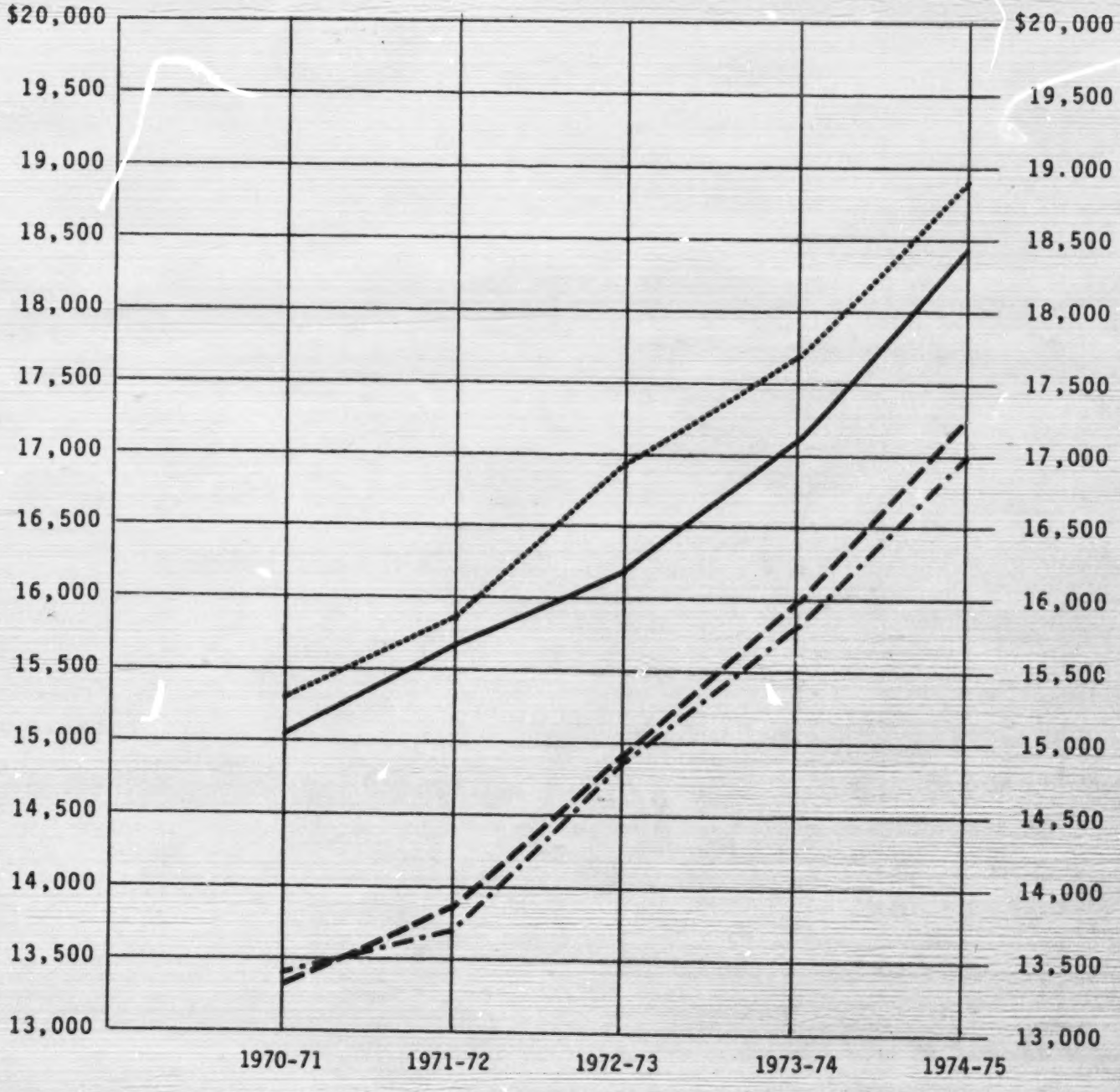


CHART V

WEIGHTED FACULTY SALARY AVERAGES
PERCENTAGE DIFFERENCES BETWEEN
NATIONAL DATA AND INSTITUTIONS IN SEVEN COMPARISON STATES
1970-71 through 1974-75

-Universities and State Colleges-

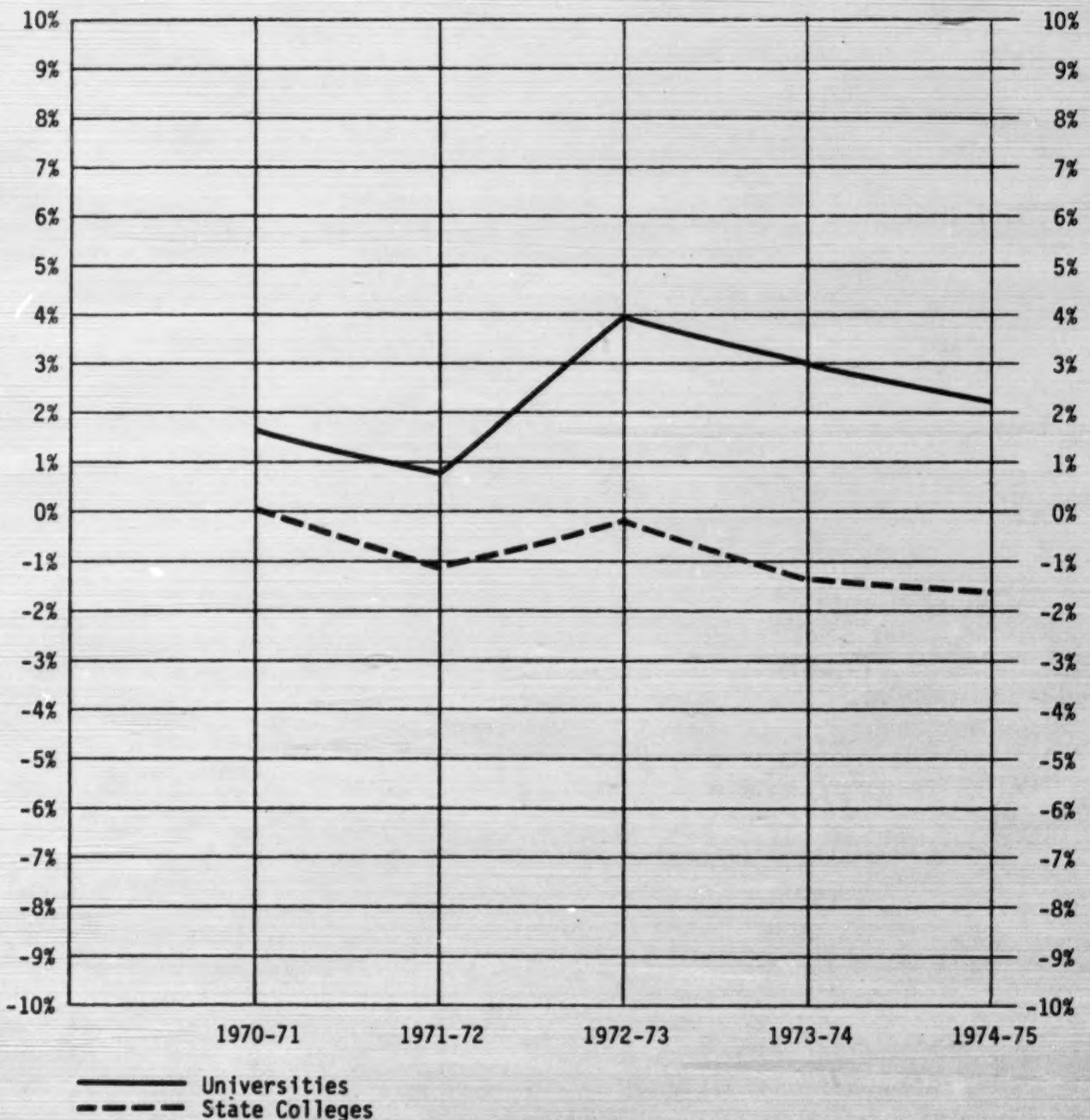


TABLE VIII

COMPARISON OF NINE MONTHS FACULTY SALARIES BY RANK
NATIONAL DATA AND INSTITUTIONS IN SEVEN COMPARISON STATES
1970-71 through 1974-75

- Universities -

Rank	All Public Universities*	Universities	Difference
1970-71			
Professor	$19,150	$20,140	+$ 990
Associate Professor	14,350	14,262	- 88
Assistant Professor	11,760	11,617	- 143
Instructor	8,970	9,213	+ 243
1971-72			
Professor	$19,820	$20,666	+$ 846
Associate Professor	14,870	14,577	- 293
Assistant Professor	12,190	11,921	- 269
Instructor	9,430	9,687	+ 257
1972-73			
Professor	$20,470	$21,934	+$1,464
Associate Professor	15,290	15,550	+ 260
Assistant Professor	12,580	12,729	+ 149
Instructor	9,730	10,286	+ 556
1973-74			
Professor	$21,581	$22,871	+$1,290
Associate Professor	16,066	16,166	+ 100
Assistant Professor	13,201	13,284	+ 83
Instructor	10,154	10,648	+ 494
1974-75			
Professor	$22,737	$24,062	+$1,325
Associate Professor	16,938	17,008	+ 70
Assistant Professor	13,865	14,030	+ 165
Instructor	10,800	11,179	+ 379

* Public institutions which offer the doctorate degree, and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines.

Sources: American Association of University Professors: Bulletins, 1971, 1972, 1973, 1974 and 1975. Seven State Salary Studies, 1970-71, 1971-72, 1972-73, 1973-74 and 1974-75; Office of Interinstitutional Business Studies, and Office of the Council of State College and University Presidents.

TABLE IX

COMPARISON OF NINE MONTHS FACULTY SALARIES BY RANK
NATIONAL DATA AND INSTITUTIONS IN SEVEN COMPARISON STATES
1970-71 through 1974-75

- State Colleges -

Rank	All State Colleges*	Colleges in Seven States	Difference
1970-71			
Professor	$17,420	$17,782	+$362
Associate Professor	13,830	13,806	- 24
Assistant Professor	11,440	11,367	- 73
Instructor	9,220	9,200	- 20
1971-72			
Professor	$17,850	$17,986	+$136
Associate Professor	14,140	13,909	- 231
Assistant Professor	11,800	11,543	- 257
Instructor	9,540	9,442	- 98
1972-73			
Professor	$18,980	$19,199	+$219
Associate Professor	15,000	14,866	- 134
Assistant Professor	12,470	12,370	- 100
Instructor	10,130	9,932	- 198
1973-74			
Professor	$20,450	$20,346	-$104
Associate Professor	15,960	15,740	- 220
Assistant Professor	13,120	12,863	- 257
Instructor	10,700	10,213	- 487
1974-75			
Professor	$21,281	$21,437	-$156
Associate Professor	16,839	16,577	- 262
Assistant Professor	13,902	13,517	- 385
Instructor	11,369	10,552	- 817

* Public institutions awarding degrees above the baccalaureate but not included in University catagory.

Sources: American Association of University Professors: Bulletins, 1971, 1972, 1973, 1974 and 1975. Seven State Salary Studies, 1970-71, 1971-72, 1972-73, 1973-74 and 1974-75; Office of Interinstitutional Business Studies, and Office of the Council of State College and University Presidents.

TABLE X

COMPARISON OF WEIGHTED FACULTY SALARY AVERAGES
NATIONAL DATA AND INSTITUTIONS IN SEVEN COMPARISON STATES
1970-71 through 1974-75

	National Faculty Salary Data	Percent Increase Over Previous Year	Seven State Faculty Salary Data	Percent Increase Over Previous Year	Percentage Difference Between National and Seven State Data
1970-17					
Universities	$15,023	---	$15,284	---	+1.7%
State Colleges	13,308	---	13,340	---	+0.2%
1971-72					
Universities	$15,707	+4.55%	$15,829	+3.57%	+0.8%
State Colleges	13,851	+4.08%	13,694	+2.65%	-1.1%
1972-73					
Universities	$16,236	+3.37%	$16,888	+6.69%	+4.0%
State Colleges	14,893	+7.52%	14,851	+8.45%	-0.2%
1973-74					
Universities	$17,158	+5.68%	$17,682	+4.70%	+3.0%
State Colleges	15,981	+7.31%	$15,773	+6.21%	-1.3%
1974-75					
Universities	$18,462	+7.60%	$18,867	+6.70%	+2.2%
State Colleges	17,257	+7.99%	16,993	+7.74%	-1.6%

NOTE: The above averages are not the actual averages for Washington institutions. Washington salaries have been between five and fourteen percent lower than the seven state group in the years under review.

Sources: American Association of University Professors: Bulletins, 1971, 1972, 1973, 1974, and 1975. Seven State Salary Studies, 1970-71, 1971-72, 1972-73, 1973-74, and 1974-75; Office of Interinstitutional Business Studies, and Office of the Council of State College and University Presidents.

COMMENTS REGARDING THE STATUS REPORT ON FACULTY SALARIES

IN WASHINGTON PUBLIC HIGHER EDUCATION, 1975-77

COMMENTS REGARDING THE STATUS REPORT ON FACULTY SALARIES
IN WASHINGTON PUBLIC HIGHER EDUCATION, 1975-77

Subsequent to the March, 1976 meeting of the Council for Postsecondary Education, comments concerning the faculty salaries status report were received from the Office of the Council of State College and University Presidents, State Board for Community College Education, University of Washington, Central Washington State College and Eastern Washington State College. In addition, Washington State University indicated by telephone that their concerns were covered in the written responses received from the Council of State College and University Presidents and the University of Washington. The complete text of these comments are attached for the information of the Council.

We have attempted to categorize the remarks contained in the attached materials to pinpoint the areas of concern and assist the Council in their understanding of the issues which have been raised. A brief staff commentary follows each section.

I. Reaction to Newspaper Reports

There were a number of reactions to the news stories which followed the presentation of the status report. These comments are summarized as follows:

Council of Presidents:

We are deeply concerned about the impression conveyed by certain newspapers which quote the Council report as stating "Washington continues to rank high ...". Unfortunately, little of the remainder of the study was emphasized, and the impression is left that our faculty are highly paid and there is little need for salary improvement.

University of Washington:

Although the report provides accurate and valid data in this respect, it also provides certain other data without explanation which appear to contradict basic data and conclusions presented elsewhere in the report. The contradictory nature of such data is evidenced by recent statements in the press which have been extremely misleading.

Letter to the Seattle Post-Intelligencer written by Professor Ellis H. Dill, Chairman, Faculty Senate, University of Washington:

Joel Connelly's article concerning pay of college faculty ... has an incorrect headline, based on an erroneous first paragraph. The report by the Council for Postsecondary Education does not say that University of Washington faculty pay continues to rank high. The report does say, but the article does not report, that the University needs a 14.8 percent increase just to maintain 1973-74 purchasing power.

Eastern Washington State College:

A recent Council on Postsecondary Education study of faculty salaries in Washington public institutions of higher education, while making a pro forma concession to the competitive disadvantage of salaries at the state's four-year colleges and universities, emphasizes a state by state comparison of average faculty compensation (as opposed to salaries) and concludes that "Washington continues to rank high." This conclusion has been reported in the state's news media and appears to be the primary impression drawn from that report by most of those who have read it.

Staff Comment:

The Council staff appreciates the concerns outlined above which are highlighted by the Seattle Post-Intelligencer headline which read "State 'High' in College Faculty Pay". Last year, the P.I. headlined their story "State Group Urges 28 Percent Raise in Pay for College Teachers" and the report on which that story was based was virtually the same as the January 1975 report. As we have stated in the report itself, "It is our intention that this status report provide as comprehensive a picture as possible regarding faculty salary levels in terms of purchasing power and competitive position". Both reports have contained a variety of information and comparisons which were not designed to support any preconceived position but intended to present an accurate picture from a variety of perspectives.

The conclusion that the report makes only "a pro forma concession" to the competitive salary problems and "emphasizes a state by state comparison of average faculty compensation ... and concludes that 'Washington continues to rank high'" is simply not supported by the facts. No greater emphasis was given to the state by state comparisons of average compensation than in the December, 1974 report. Out of 29 pages, three tables, one paragraph of narrative and one of the thirteen findings was related to this subject.

II. Compensation Rankings

The area of concern most often noted in the responses dealt with rankings based on average compensation as reported by the American Association of University Professors and included, on an all ranks average basis, in Tables IV through VII.

A. Regarding Tables IV - VI:

Council of Presidents:

... it should be noted that a ranking of ninth for Washington universities places our two institutions just above the annual average ... Further, an estimated ranking of eleventh for our state colleges in 1974-75 still left them below the national average, along with 42 other states. These rankings as estimated clearly do not indicate an overly generous salary profile as was implied by the newspaper reports.

University of Washington:

This comparison was made without regard to the number and size of institutions in the states, the quality of the faculty and their programs, and the mix of faculty and is thus completely misleading as to the compensation status of University of Washington faculty.

Eastern Washington State College:

The CPE salary study concentrates on a state by state comparison of the University of Washington and Washington State University to public category I institutions in the AAUP salary survey and of Central, Eastern, and Western to public category IIA institutions in the same report. Unfortunately, the category I institutions are not all comparable to our state universities. Neither are the category IIA institutions all comparable to Central, Eastern and Western.

B. Regarding Table VII:

University of Washington:

... it is hardly appropriate to compare the University of Washington with the University of Northern Colorado, the University of North Dakota, etc. That table also shows that all of the seven comparison institutions are higher ranked than the University of Washington except Oregon (12th to 49th), a fact which is not brought out in the report.

Rank	*Institution*
12	*University of Michigan*
21	*University of California*
29	*University of Wisconsin*
38	*Indiana University*
40	*University of Illinois*
49	*University of Minnesota*
59	*University of Washington*
80	*University of Oregon*

Eastern Washington State College:

At least 30 to 40 of the 103 public category I institutions listed in Table VII of the CPE report are third rate doctoral institutions at best.

Staff Comment:

As is indicated on Page 17 of the report, the data contained on the tables in question "reflect an all-rank average for each state by category of public institutions, and are not weighted by the mix of faculty ranks in Washington institutions". Tables IV, V, and VI reflect how much each state is paying for instructional personnel in their public institutions as classified by the American Association of University Professors. The AAUP comparison and classification system has been in effect for a number of years and represents a consistent base of national information which provides a different perspective than that contained in the seven comparison state system. The Council staff does not feel it appropriate to arbitrarily revise the classification scheme used by the AAUP and feels that concerns regarding the inclusion of "third rate doctoral institutions" should be directed to that organization.

The point made by the Council of Presidents is well taken. The report could have included references to the estimated 1974-75 and 1975-76 positions in relationship to the national averages for those years. In the case of the universities, the estimated position in 1974-75 was $780 above the national average and in 1975-76, assuming that the national average increased by 8 percent, Washington would exceed that average by approximately $500. In the case of the state colleges, their 1974-75 final position is approximately $400 below the national average and in 1975-76 will continue to be below the national average. It should be noted that the national figures reflect the average compensation for all faculty in public institutions in each AAUP classification. Given the fact that the large states tend to rank very high, the national average tends to be in the upper quartile in each category.

As was earlier noted, we take issue with the statement that the report concentrates on these types of comparisons for the reasons outlined in the preceding section.

In Table VII, the staff attempted to outline the average compensation in all universities, both public and private. A comparison of Table VI with Table IV indicates that the seven comparison universities and the state rankings for universities supports the statement of the University of Washington that six of those seven institutions and states rank higher than the University of Washington. Prior to the March, 1975 increases, the University of Washington ranked 25th of all public universities with six of the seven comparison universities ranking between third and twentieth excluding private institutions.

In many ways, these different perspectives can be confusing. We have noted that on a rank-by-rank basis, using the proportions of Washington faculty at each faculty rank, the AAUP national base and seven comparison states are within plus or minus two percent of one another. We point out in Chart I that Washington institutions are nine percent behind the seven states. Institutional comments have indicated that on a rank-by-rank basis, Washington four-year institutions also are below average. Yet at the same time, Washington's all-ranks average is close to or above the national average and we rank higher than most states.

These apparent inconsistencies are explained by a few facts: (1) Larger states (New York, California, Michigan, Illinois, Wisconsin, Indiana, Minnesota) make up a larger share of the national total and have higher than average compensation. This has the effect of placing the national average in or at the upper quartile of all states. (2) There is a larger proportion of faculty in Washington four-year institutions at the higher paid salary ranks -- professor and associate professor -- than in the nation as a whole (this is also reflected in Washington's ranking as the state with the second highest proportion of tenured faculty in the nation). As the hypothetical comparison on the following page indicates, this produces a result where the salaries for each faculty rank can be lower than the average while the overall average for all faculty can be the same.

This phenomenon is even more pronounced if Institution A compares itself to Institution B on the basis of rank-by-rank comparisons and applies Institution B's salaries to its faculty at each rank. Using this approach, Institution A's "average salary" would be $556 behind that of Institution B, even though their all-ranks average is the same.

Institution A (74 percent at top two ranks)

Rank	Number	Average Salary	Product
Professor	30	$20,000	$ 600,000
Associate Professor	44	16,200	712,800
Assistant Professor	25	14,000	350,000
Instructor	1	11,500	11,500
All Ranks	100	$16,740	$1,674,300

Institution B (60 percent at top two ranks)

Rank	Number	Average Salary	Product
Professor	30	$21,000 (+1,000)	$ 630,000
Associate Professor	30	16,600 (+400)	498,000
Assistant Professor	30	14,300 (+300)	429,000
Instructor	10	11,730 (+230)	117,300
	100	$16,740 (+0)	$1,674,300

The hypothetical comparison shown above illustrates the difficulty in making rank-by-rank comparisons when one institution has a "richer" rank mix than another. As Charts II and III of the staff report indicate, the rank mix of Washington institutions is more heavily weighted to the upper two ranks than that of the institutions with which they compare. The above combination of circumstances, the fact that the relationship of the national average to a state-by-state ranking is extremely high and the fact that Washington has a higher proportion of full and associate professors than average, contributes to the concerns expressed regarding Tables IV and V, and, to an extent, Table VII. There is no intention to imply that these levels of compensation are "overly generous" and in fact, the bulk of the report deals with the deficiencies that exist. It is a matter of fact, however, that Washington compensates its public instructional faculty at a level extremely close to the national average and at a level higher than the majority of other states in each AAUP category.

We agree that there are a number of perspectives to be considered in reaching conclusions on salary levels and we are of the opinion that

decision-makers should have these various perspectives, weighted by ranks as in the seven state comparison, on a national composite basis and on a state-by-state basis for public institutions as is shown in Tables IV through VI and on the basis of all universities as is shown in Table VII. It is our belief that all of this information is accurate within the context in which it is presented and is meaningful information to be considered

III. Inclusion of March Increases

Concerns were expressed regarding the inclusion of the March, 1975 salary increases in Tables IV through VII.

Council of Presidents:

We are deeply concerned about the Council's approach of backing the March 1, 1975 salary increase into 1974-75 AAUP rank tables. Such an approach assumes that no other states received mid-year increases and implies that our revised average salaries were fully paid for the entire academic year. The first assumption is not necessarily correct, and the latter is not correct since only 39 percent, or 3½ ninths, of the annual cost of the March 1 increase was paid in 1974-75; the point being, that the increase is fully effective in 1975-76 and thus our comparisons should be made against 1975-76 AAUP data.

Our institutions were provided no increase for 1975-76, yet the average increase reported in the 1975-76 seven state survey for comparison states is $899.

University of Washington:

The report also indicates that the position of the state of Washington improved from 17th to 9th as a result of the March 1, 1975, salary increase. This conclusion is not valid since the CPE did not make an effort to survey all the states for compensation levels as of March 1, 1975 (the survey data is as of October, 1974.)

Eastern Washington State College:

While it is true that we did receive these increases during the 1974-75 academic year, they were not in effect when the survey was made (November 1974) and similar increases were not included for any other state.

Staff Comment:

We have attached revised Tables IV through VI which will also indicate the estimated 1975-76 position as is discussed in the narrative. Given the fact that increases were provided during the 1974-75 academic year, we

felt obligated to reflect the partial impact of these increases on the 1974-75 data even though we were not aware of any other states granting mid-year increases. The latter portion of the Council of Presidents' statement on this subject is incorrect since only the proportional share of the increase was reflected in 1974-75 with the remainder being reflected in the assumptions for 1975-76.

IV. Effect of Legislative Intent

Comments were received from Central Washington State College and the Office of the Council of Presidents regarding general finding two on page four of the report.

Central Washington State College:

The memorandum shows that Central applied a 12.01 percent salary increase to its existing salary base. The increase was given in two phases in order to meet a penalty of $168,000 that was assessed against the college. Representatives of the OPPFM and the Senate Ways and Means Committee agreed with the calculations.

The CPE report assumes that nothing should have happened during two years to change average salaries except a 12% increase. The memorandum will show that for a relatively small faculty such as ours, many things can change the average over a short period of time, even without salary increases.

Council of Presidents:

General Findings #2 of Page 4 is a most volatile paragraph. We cannot disagree with the percentage increases reported since they are ours. However, it should be noted that the allotments provided the institutions in March, 1975 were very carefully reviewed by this office, OPP&FM, and the staffs of the Senate and House Ways and Means Committees to provide funds for a 12 percent average salary increase, less certain penalty amounts for Central, Eastern, and Evergreen for earlier over expenditures of funds for salaries. The amounts calculated were in consideration of legislative intent. The Council's statement implies that a deviation from the 12 percent increase might constitute a violation of legislative intent. While not denying the need to fully justify major variations from the 12 percent goal, we would simply note that the percentages noted are for the entire 1973-75 biennium and percentage increases can be affected in a variety of ways. These include rank mix changes, turn over, and reduction in the number of faculty. Any, or all, of these can in fact result in increased average salaries even if no actual salary increases were granted by the legislature.

Staff Comment:

The legislative proviso in question is set forth on page one of the status report and is quoted as follows:

> "Effective March 1, 1975, for faculty and exempt employees... of the four-year units of higher education and the community college system, an average salary increase of 12 percent: PROVIDED, That the 12 percent average salary increase shall include both incremental increases and general salary increases granted previously within the individual institutions in fiscal year 1975 .... "

It is the staff position that its treatment of this question in the status report has been extremely conservative. While we recognize that there are a variety of factors which will affect the average salary at an institution, exclusive of general salary increases, the Governor and the legislature have, for a number of years, been presented with salary information by the four-year colleges and universities which has dealt with averages and they have made their decisions on the basis of averages. In addition, the legislative proviso in question speaks to average salary increases. We thoroughly understand that individual faculty members may receive more or less than the overall average and that the average is affected by the change in the number of personnel involved. While we believe that the legislature should be cognizant of the factors which can affect the average salary and that they should continue to be tolerant of minor deviations such as those reflected by the two universities, the key question involved is the relationship of the change in average salaries since 1973-74 to the legislative statement of intent.

The staff has carefully reviewed the memorandum submitted by Central Washington State College concerning the impact of various factors on their average salaries since Fall, 1973. A shortened version of the sequence of events, distinguishing between general salary increases and all increases in average salary appears on the following page. As the table indicates, if one excludes all of the increases associated with promotions, turnover, attrition, conversion of 12 month positions to nine months and "adjustments for terminal degrees", a total average salary increase of $2,428 was provided in the period beginning Fall, 1974. When that amount is compared to the Fall, 1973 base, the percentage increase amounts to 16.64

CWSC: ACTIONS AFFECTING AVERAGE SALARIES

1973-1975

		General Increases Only	All Increases
1.	CWSC: Base - Fall, 1973	$14,592	$14,592
2.	Conversion of 12 month positions		$ 241
3.	Promotions		$ 34
4.	Fall, 1974 Increase	$ 561	$ 561
5.	Turnover and Attrition since Fall, 1973		$ 117
6.	Reference to "new base" cited by CWSC of $15,545 (sum of 1 through 5)		($15,545)
7.	March, 1975 Increase	$ 1,039	$ 1,039
8.	July, 1975 Increase	$ 828	$ 828

NOTE: The sum of 7 and 8 ($1,867) is compared to item 6 to derive the "12.01% increase" referred to in Central's letter

9.	Promotions		$ 20
10.	Adjustments for terminal degrees		$ 19
	Totals	$17,020	$17,451
	Fall, 1973 Base	$14,592	$14,592
	Increase	$ 2,428	$ 2,859
	Percentage increase since Fall, 1973	16.64%	19.59%

percent. If all increases are included, the amount is 19.59 percent as indicated in Table I of the status report. Even if the base is adjusted upwards to reflect the conversion of 12 month positions and promotions which occurred in the 1973-74 year (although we are asked to exclude similar increases for 1975-76), the overall affect of general salary adjustments is a 16.33 percent increase. We cannot accept the logic that the base the legislature was referring to includes the Fall, 1974 general salary adjustment granted by Central. Our conclusion, therefore, remains the same, that there were substantial differences in the implementation of salary increases authorized by the legislature in March, 1975.

If the four-year colleges and universities wish to change their approach to the presentation of salary information to one which does not deal in overall averages but takes into account all changes in personnel, promotions, special increases, revision in contract length, the effect of sabbatical leaves, etc, the Council staff is willing to work with the four-year colleges and universities to pursue that objective. As long as the presentation of information to the Governor and the legislature is made on the basis of composite averages, however, the Council staff feels it appropriate to evaluate performance based upon composite averages.

V. Change in the Mix of Faculty Ranks

The portion of the status report dealing with the change in the mix of faculty ranks at the three older state colleges drew the following comment from the Office of the Council of Presidents.

Council of Presidents:

Comment 6 on Page 3 questions the continued reliability of the current salary comparison procedures used in the seven state survey system for the older three state colleges due to increasing proportions of faculty at the Associate Professor and full Professor ranks. We are certain the Council is not suggesting that institutions are deliberately promoting extensive numbers of faculty as a method of circumventing legislative salary decisions. Nor should it necessarily follow that promotions should cease to be awarded when earned when an institution encounters a decline in or leveling of enrollments. This upward gravitation in rank mix is also occurring at the seven state institutions so this may very well represent a national trend.

Staff Comment:

The Council of Presidents is correct in that we are not suggesting that "institutions are deliberately promoting extensive numbers of faculty as a method of circumventing legislative salary decisions." We do believe, however, that salary comparison procedures which are highly sensitive to the proportion of faculty at the various ranks should be carefully examined to determine whether it is in the interest of the state to continue to use such a procedure in the light of existing information. The three older state colleges are substantially higher than their comparison samples in terms of the numbers of faculty at the ranks of professor and associate professor; the universities are slightly higher and The Evergreen State College, which has no faculty ranks, uses the all-ranks average. In our opinion, the seven state group should be reviewed to determine if the institutions are truly comparable. If they are, the average salaries at those institutions should be used as a benchmark without weighting the mix of faculty ranks to equal to that of Washington institutions.

VI. Lack of Salary Comparison Procedure in the Community College System

State Board for Community College Education:

... I cannot agree that "the community college system does not have a well established comparison procedure".

Staff Comment:

The staff apologizes for any inference which might be drawn from that statement which appears on page 16 of the salary report. What was intended to be conveyed was that the community college system has not employed a uniform and consistent comparison approach in its budget requests over the past years which has been subsequently used by the Governor and the legislature in considering salary increases. Rather, a variety of methods have been used in an attempt to provide information concerning the status of community college faculty salaries. The staff will be happy to work with the State Board in the consideration of comparison procedures which will be reflective of their relative position, both within the State of Washington and external to the state.

VII. Suggestions for Other Comparison Techniques

Several of the letters dealt with proposals for new approaches to salary comparisons. Council staff is of the opinion that these approaches should be explored with all concerned parties, including the Office of Program Planning and Fiscal Management and legislative staff. As we have noted earlier, these approaches should not be designed to reflect any preconceived point of view regarding faculty salaries, but should assist decision-makers in having a thorough understanding of this complex question.